

LOCAL I-S NEWS

for department store workers

VOL. 2, No. 8

264

DECEMBER 1, 1950

SPECIAL MEETING DEMANDS MORE; REJECTS \$1.75 OFFER

ANGRY UNION MEMBERS TAKE THEIR CASE TO THE PUBLIC



34th Street and the streets of White Plains, Jamaica, Parkchester and Flatbush resounded to more than a thousand voices chanting, "We want a raise." Demonstrators reported many statements of sympathy and support from the passers-by.

Union Fights Against "Pressure" Firings In Two Arbitration Cases

By ELIZABETH HAMMOND,
Vice President

When Elizabeth Nicholson and William Steirman, of 13 and 128 Department respectively, stand up to tell the arbitrator their stories they will be speaking of the problems and the dangers that face every man and woman who works in Macy's.

The company has dismissed Miss Nicholson and Mr. Steirman for alleged "violation of rules and regulations." Behind the charge lies management's twin program of pressure and intimidation.

While Macy training bulletins advise salesclerks to wait on one customer at a time and to simply acknowledge the presence of waiting buyers, life on the selling floor is far from that simple. Supervisors, buyers and other eager executives continually crack the whip and demand more and more volume. They encourage the handling of two or more customers simultaneously. They ignore official store procedures.

Most important, however, is the fact that these volume conscious executives neglect to tell the workers that they risk their jobs and their reputations if Protection catches them in these violations.

They also neglect to warn the workers that Protection sends out teams of shoppers whose job it is to put pressure on the clerk and force him into an error caused solely by his handling of more than one customer at a time!

This sinister "game" has caused too many people the loss of their jobs. Too many people are "volume conscious" without being conscious of the risks they take in order to turn in a good book.

Many salespeople say, "I can't help it — when I've got a crowd of customers in front of me I find myself working faster and faster in order to take care of them!" The Union is also a firm believer in proper servicing of the customer. But the Union knows that it owes it to the membership to again call attention to the company's own rules and regulations and to warn against falling into the "pressure trap."

There is no way of knowing in advance whether or not the arbitrator will order the reinstatement of Elizabeth Nicholson and William Steirman. There is every way of knowing that there will be other such cases unless the people themselves guard against it.

The Union's defense of these

two workers will be another step forward in its continuing fight against an evil pressure system. The Union, however, cannot by itself stop the firings that result from giving in to the pressure. Only the men and women on the job can insure themselves against these grave consequences by remembering that the company itself says, TAKE ONE CUSTOMER AT A TIME!

At one of the most turbulent meetings in its long career, members of Local I-S voted to reject a company offer of \$1.75 per week as a solution to the high cost of living. From the outset of the Special meeting, called solely to discuss the offer, it was apparent that the membership was unwilling to give favorable consideration to management's latest proposal. Considerable confusion was evident as a Union leaflet, handed to workers as they flooded into Manhattan Center's huge auditorium, was frequently mis-quoted or mis-interpreted. The leaflet, intended to aid members in calculating their total gains for the years 1950-'51, called attention to the fact that, with the proffered \$1.75, the total dollars and cents advance added up to \$5.03.

While the correctness of the Union's figure was generally recognized it was the majority opinion that all but \$1.75 of the total had already been won and that the company's offer did not provide adequate relief from rising costs and taxes.

Following a straightforward presentation of the facts, President Sam Kovenetsky opened the floor for discussion. There was an immediate rush for the microphone by men and women from all parts of the hall. Main theme of the many who spoke was simply, "It's not enough!"

More Action Urged

Underlining their determination to press the fight further in an effort to get a better proposal from the company, the speaker's suggested that the Shop Stewards and Strategy Committee meet again to blueprint the ways and means. Among the plans advanced there was a call for daily demonstrations, leaflet distributions to the public, non-participation in the "Christmas Bonus," Thanksgiving Day Parade and overtime work. All the suggestions will be studied by the Steward and Strategy bodies who will then make their recommendations.

Macy's Jeered

Loudest jeers and most derisive laughter of the evening was re-

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Election Petitions

Available to Dec. 14

Frank Bedell, Chairman of the 1950 Local I-S Elections and Objections Committee, announced that nominating petitions for the coming Union elections will be available until December 14th as follows:

HERALD SQUARE — At the Union office from 11 a.m. to 2:30 p.m. daily. Also, Mondays from 5:15 to 7:15 p.m. and Tuesday, Wednesday and Friday from 6:15 to 7:15 p.m.

PARKCHESTER — On Monday, Tuesday and Friday from 12 noon until 2 p.m. Peggy Galvin will have petitions available at the Waldorf Cafeteria.

FLATBUSH — Monday through Saturday from 12 noon until 2 p.m. Dave Markowitz will have petitions available at the Ladies Recreation Room.

WHITE PLAINS — Joe Cohen, in Men's Clothing, will have petitions available at all times.

JAMAICA — John Wooliscroft, in the Camera Department, will have petitions available at all times.



The night after the membership handed down its verdict at a Special meeting, Union officers and negotiators again met with the company.

BRANCH STORE NEWS

PARKCHESTER



Georgine Staib

Margaret Dillon of P3 is in the hospital being treated for pleurisy and Ethel Fishman of P10 is out sick. We wish them both a speedy and complete recovery . . . Dorothy O'Leary's son has been called back to active duty with the Navy. We sure hope he has smooth sailing! . . . Leon Ganeleff is in the Army and our prayers are with him, too . . . Congratulations to Jean Knox (PKR) who is the proud grandmother of a baby girl. Over the years we've had lots of girls to congratulate on becoming mothers, but NOW we have a FATHER! Ralph Capezuti (P1) and his wife has adopted a six-week-old boy and they're proud as peacocks . . . Most of the people up here gave 100% cooperation to the drive to force management to come through with a real decent offer in our cost of living negotiations. We wish we could say that everyone had backed our efforts, but it seems that we still have a few who worry more for management than they do for themselves. Will they never learn that everything we have won by being united and strong! Will they never learn that management would take every advantage of us if it were not for our Union! We know because we have seen the gains we've won—the higher wages and the security. Why don't they get wise!

FLATBUSH

Congratulations are in order to Zen Pasternack of Boy's Clothing and Helen Gaffney of Hosiery who were both promoted to ASM . . . also to Dorothy Zimet (Housewares), Sylvia Tellal (Domestics) and Dave Markowitz (Shoes) all promoted to non-selling sponsors . . . We had a terrific turnout at the Special Membership meeting. Attendance records are now being checked . . . With Christmas coming it's more important than ever that we be on guard against mistakes and give good customer service. This means handling one customer at a time as per management's training bulletin . . . Your Union strategy committee will be bringing back plans of action in an effort to squeeze more money out of Macy's. The full support of every Union member will leave no stone unturned. If we stick together there's a chance of our winning. If we don't, we'll be licked before we start. Part of this whole fight is to see that every grievance that comes up is taken care of quickly. Write them up and fight them through! Late flash!—We just learned that Etta Liebowitz, of Children's Wear, has celebrated the Bar Mitzvah of her son, Martin. Lila Optigan, with her Faye Emerson gown, was the belle of the ball. Congratulations to all concerned!

JAMAICA



Joseph Lack

Charles Perno of Receiving and Tom Byron of the Closet Shop are both collecting their pay checks from Uncle Sam now. They left for the Army a couple of weeks ago. Good luck, fellas! Sergeant Arthur Eckert, son of Florence Eckert, Housewares, has been chosen for a screen test for the new movie, "Legion of the Damned," to be filmed in Germany . . . Congratulations to Charlie Metz on his promotion from Shoes to Men's Clothing and Joe Mondello on his from Men's Accessories to the Shoe Department . . . Everyone is invited to our dance on Saturday, December 2nd. It will be at the Hempstead Labor Lyceum, Hempstead, Long Island. Tickets are \$1.50 (including the tax) and the dance committee co-chairmen Sal Masso and Steve Zienowicz are guaranteeing us the time of our lives . . . we really hope to see lots of our friends from the other stores . . . Our swimming group has grown to more than 25 members and is still going strong . . . and now there's talk of forming a bowling club sometime after the end of the holiday late schedules . . . We had an excellent response to our first efforts to force a good offer from Macy's and the people hereabouts are pledging themselves to full support of anything more that will help.

WHITE PLAINS

While we're still looking for a volunteer to take over the White Plains reporting job left open by Hilda Proctor's leaving, Administrator Pat Favoino is keeping the news wires hot . . . We were all very sorry to see Hilda go. She had really done a lot to keep things lively and we'll all miss her . . . We have opened our basketball season at the Eastchester High School. We're hoping to have as successful a season as we did last year. We would like to have all our members out on Tuesday evenings to root the guys and gals on to victory . . . People are really hepped on our cost of living negotiations and are promising full support to whatever needs to be done to help us win . . . We are still having a tough battle with management because of their continued attempts to hire people for jobs in Men's and Boy's Clothing and Men's Shoes. We are positive that we have qualified people in the store to fill those jobs! . . . We should all give Jack Toucey a pat on the back for the hard fight he has put up on the Negotiating Committee. He has really done an heroic job . . . We are still not getting all the grievances written up. Let's get on the ball! If anyone has a problem, make sure the Steward writes it—it's the only way we can be sure the problem will be taken care of!



Pat Favoino

Members Demand More...

(Continued from page 1)

served for Macy's. Management was treated to a merciless lampooning at the hands of speakers who pointed to high dividends paid to the company's stockholders while workers who made the dividends possible were forced to fight tooth and claw for a reasonable settlement of their demand for a cost of living increase.

Jeers and catcalls also greeted the few who took the floor in an effort to show that acceptance of the offer would put \$3.25 into the pay envelopes on November 1st. They had to struggle to be heard as they attempted to explain that whether it was called a cost of living raise or whether the \$3.25 was simply considered a general wage increase for 1951 it was a figure well above any achieved elsewhere in the industry for the same period.

Vote of Confidence

While the membership unanimously approved a vote of confidence in the Negotiating Committee they decided to push

forward with their plans to make another try for an improved company bid. The vote of confidence reflected more clearly than anything else that was said or done the respect in which the members continue to hold the leaders of their Union. Their actions proved again that the company always has been, and continues to be, the chief target of their united wrath.

Background

Negotiations, which began in mid-October, reached their November 15th climax in a shorter time than any previous wage talks between the Union and the company.

Management's initial offer of 48 cents, based on a formula pegged to the Bureau of Labor Statistics index produced explosive reaction within the Negotiating Committee and throughout the stores. The next offer, which added up to 52½ cents per week, met with a similar response when President Kovenetsky relayed it to the membership at its regular meeting on October 31st.

It was at that meeting that the members voted to undertake a more drastic program of action. Delegations flooded the 13th floor executive offices and the Store Managers' offices in Parkchester, Jamaica, Flatbush and White Plains. Registered letters and postcards deluged Macy President Weil while at the same time workers began to turn in sponsor's flowers and refuse overtime work.

Against this background, the Negotiating Committee held several meetings with management as a result of which they were offered \$1.75 plus \$1.50 per week effective November 1st plus a sum of \$100,000 for the adjustment of wage inequities in 1951. When the company termed this its "final offer," the Union submitted it to the judgment of the membership.

As this issue of the Local 1-S NEWS went to press, the Negotiators, Shop Stewards, Strategy Committee and members were again swinging into action in search of a better solution to the pressing problem.



On November 15th, as on October 31st, the members talked of "action to compel management to help us meet our needs." Shop Stewards and Strategy Committee members met to study recommendations and pass acceptable ones on to the membership.

Union Meeting Rule To Be Enforced For Protection of All Says President

The following is the text of a statement issued by President Sam Kovenetsky to the membership of Local 1-S:

"Two days before our November 15 Special Membership Meeting our Union issued a leaflet in which the members were advised that admission to the meeting would be by their 1950 Union card.

"For two days prior to the meeting the Union office was flooded with members placing themselves in good standing in order to get their cards.

"At the meeting itself the vast majority of the 4000 men and women present proudly and willingly displayed their cards as they passed through the doors and into our meeting place.

"Unfortunately, despite the advance notice given to the entire membership, there were some who attempted to gain admittance without being able to prove their membership in Local 1-S. In each of those cases the Sergeants-at-Arms asked them to either return to the Union office and get cards or to go home. Most people, anxiously concerned with the progress of our

negotiations, got cards and came back to participate in our discussions. Others chose to make a scene in the hopes that they would be able to force their way past the door. The confusion which resulted was so great that the Union had to reverse its position and admit all those who wanted to enter, with and without cards.

"The result of that shameful performance was twofold. One, members in bad standing had an equal vote with members who have always made it their business to give full support to Local 1-S, and two, some people who don't even work in Macy's were able to enter, participate in our discussion and vote on the final outcome.

"We have always maintained that all members of our Union have the right to voice their opinions and to vote freely. The members saw fit, and wisely so, to safeguard themselves from people who lose their good standing by being delinquent in dues or other payments to the Union. It was with this in mind that the restrictions were imposed.

"It is our firm intention that no person without an up to date card will be admitted to any Union

meeting. We feel that the members owe it to themselves to work for the strict enforcement of this decision. One of the best ways the members can assist is by seeing that they each have their own card. When every person is so equipped there will be no problem and no hard feelings.

"If you have lost your card, you can obtain a duplicate at the Union office by paying \$.25 and properly identifying yourself. We want no one to be turned away from any meeting. We want every Union member to continue to feel absolutely free to offer his constructive thinking about anything that concerns the membership.

We are convinced that the only way every member can be guaranteed his right to a fair vote is to take these steps which will assure that every voter present has the right to be present. We can be sure that only an enemy of good trade unionism will offer any objections to these simple precautions.

"We urge you to cooperate by making sure that you have your 1950 Union card. If you haven't—come to the Union office and get one immediately."

LOCAL 1-S NEWS

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LOCAL 1-S, UNITED RETAIL WORKERS, UNAFFILIATED
125 West 33rd Street New York 1, N. Y.
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1st Vice Pres.: George Gurian — 2nd Vice Pres.: Elizabeth Hammond
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Dorothy De Mauriac Carl Lutz William Roschak
Editor: Dick Pastor

Guarding Our Gains

We've won an offer of a raise! After long and often bitter bargaining we have wrung from management the offer of an additional sum intended to ease the problems caused us by the rising cost of living. We thought the weight of our arguments and the mass of our facts would prove irresistible. Still more irresistible we thought were the actions of the many thousands who voluntarily sacrificed overtime work and sponsoring as a means of hastening a favorable decision from the company's bargainers and policy makers.

The membership of our Union, nearly nine thousand strong, richly deserves credit and congratulations for its efforts to date. Despite the fact that they anxiously await the pre-holiday season they willingly gave up additional pay which was needed for such essentials as food and clothing. To some this sacrifice seemed strange and contradictory when considered alongside our demand for more "food money." To the workers involved there is no contradiction. They know that an "investment" such as they made is most likely to be amply repaid!

But once we have won our raise, what will happen. We have already been told that rents will rise in the near future. We have been told that taxes and prices will climb still further. We are led to believe that we have no say and no control over these supposed inevitabilities. As things stand now it is true that our influence is very slight. But we contend now, as we always have, that it doesn't have to stay that way!

Political Action

With the smoke of a sooty election campaign clearing it has become increasingly urgent that we give most serious attention to our responsibilities as citizens and workers. On a national scale the election results have been termed a smashing defeat for organized labor. Political action, however, must not be a program that begins three weeks before, and ends on, election day. Political action should be the year-round concern of the men and women affected by political decisions.

While the Congress or the State Legislature is in session we hear of lots of things that are done in "the national interest" or for the well-being of "the people." We have seen strikes broken and price control ended under these excuses. Only rarely have we challenged the lawmakers and told them that we are the people and that we do not benefit from strike breaking, from higher prices or from many of the other actions they have taken on behalf of big business and the landlords.

Most of us were kept pretty busy listening to, or reading much of the campaign oratory which preceded the recent election. When we finally found ourselves safe in the privacy of the voting booth we acted according to our best judgment. And as we pulled the levers down, many of us kept our fingers crossed and hoped that the men for whom we were voting would be true to their words.

If past experiences count for anything we can be sure that just keeping our fingers crossed won't do any good. If our democratic system of government is to continue to function properly we must continue to let the men we elected know what we want and why we want it.

We would even suggest that Rent Control would be a good place to begin. If you and your neighbors let your Congressman know that you are already finding it difficult to live, thanks to the rising cost of food, and that you cannot afford the coming rent boost you may help make him aware of a problem he didn't even know existed. If you speak out boldly and tell him, as your elected representative, that you want a new control law (with teeth) it may move him to action.

By taking an active part in the political life of our community and our nation we help to safeguard the gains we win through direct economic action against our employer. If we are content to win a cost of living raise and then sit back while the government does nothing to preserve rent controls and impose price control we will be forced to admit that we have wasted the effort it took to win the raise in the first place.

We know we haven't been wasting our time, but we also know that we will have to fight to keep what we have. Political action is part of that fight. Let's face it with the knowledge that if we work together we will win on that front too!

LETTERS to the EDITOR

To the Editor:

I wish to thank Local 1-S for the great hospital and health plan that you people have won for us.

I had an operation for appendix and I was so glad and happy to have my hospital and part of my doctor bill paid.

Thanking you and all the Welfare Board for winning such a wonderful plan for the sick and needy.

I remain, sincerely,
MARGIE BOLAND (BTO)

NO!

Local 1-S spoke a loud "NO" for its 9,000 members when it testified at public hearings on proposed changes in the Rent Control Law.

If approved, the changes will allow substantial rent boosts.

See the next issue of the Local 1-S NEWS for more details.

1-S Credit Union Amazes Experts

Amazing the experts is a pastime that Local 1-S has gotten used to. Latest in our Union's long series of outstanding accomplishments is the growth of our Credit Union.

When an official who works day in and day out with all types of Credit Unions looks at ours and says, "Unbelievable!" we think it's quite a compliment.

In three months the Local 1-S Credit Union has grown to an organization with more than 650 members who have deposited more than \$9,000 and have borrowed more than \$7,700.

It is already being estimated that if the Credit Union continues to expand at this rate for the balance of its fiscal year, all members will be in line for really substantial dividend payments.

Application cards for membership in the Credit Union are available at the Local 1-S office.

USE YOUR LIBRARY

While it is impossible for Local 1-S to maintain a complete book collection which will satisfy the reading desires of its 9,000 members, it does feature a "Special Request Service" for those who are unable to find what they want on the shelves at the Union Office.

Books, ranging from current best-sellers to the classics, may be ordered simply by filling out a Special Request form at the Union. Requested books are charged on the same basis as all others: five cents for the first week, 10 cents for the second week and five cents a day for each day beyond two weeks.

The Library is open from 11-1 and 5-7 every day except Saturdays, Sundays and holidays.

**FREE
LEGAL AID CLINIC**
Local 1-S Attorney
Sam Shapiro
at the Union Office
Every Tuesday
5 to 7 PM

CONGRESSMAN DRIPP

BY YOMEN



"Let's just hope the people forget the promises they made us make!"

Save Your Sight

By THE OPTOMETRIST, Associated Physicians' Medical Group

Most of us were impressed by the school-text account of how young Theodore Roosevelt, poor in his studies, shy and awkward, hit on the idea of getting his eyes examined. Sure enough, he was found to be very nearsighted. Fitted with the proper lenses, he soon became Terrible Teddy, the Rough Rider and President.

This is not to suggest that the only thing that stands between us and the White House is an eye examination. But an appalling number of people still handicap themselves by groping about with defective vision that is readily correctable. Just by way of illustration, of 7,203 persons passed for drivers licenses on condition that they wear glasses, 2,727 claimed that they never knew their vision was faulty.

When we've scrimped and saved to buy a car or a television set, we make sure to take good care of our investment. But too many people neglect that priceless and matchless mechanism—their eyes. There are a few simple rules we can follow to make sure that they stand the strain of daily living:

GOOD LIVING HABITS: There is a strong tie-up between the well-being of the body and the well-being of our eyes. Adequate sleep and rest, proper diet, fresh air and exercise are conducive to healthy eyes.

GOOD READING HABITS: An 80-watt lamp three feet behind you and to one side will give proper illumination. Hold reading matter about 16 inches from you and below the level of your eyes. Avoid glare and shadows. Do not read in a moving vehicle. On prolonged close work give your eyes an occasional rest by gazing at a distant object.

SAFETY FIRST: An innocuous little cinder imbedded in the cornea can cause an ulcer and damage the sight. If you cannot remove a foreign body from your eye with an eye cup and clean water, seek professional help. Don't rub your eyes. Avoid contact of the eyes with non-sterile objects.

SYMPTOMS OF NEED FOR EYE CARE: While it is inadvis-

able to wait until you experience difficulty before you have your eyes checked, some typical symptoms of eyestrain are: persistent headaches; irritability; excessive tearing; accidents because of misjudgment and a tendency to hold work too far or too close to the eyes.

While nature can and does provide us with safeguards, following the foregoing suggestions can materially help us conserve our priceless eyesight.

Members of Local 1-S enjoy an advantage over most other people. Through their Union's Health and Medical Plan they have the opportunity to avail themselves of the best medical and technical services at substantially reduced costs, or, in some cases, at no cost at all.

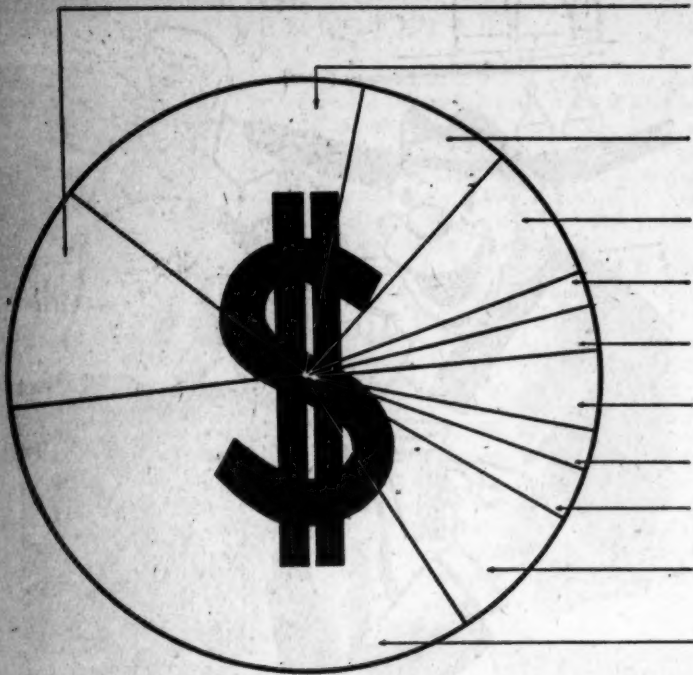
Full utilization of these Union plans will help insure good health for a long time to come.

Inspired Jamaica Set For Dance

Inspired by the wonderful time had at the Union Dance at the Commodore, the Jamaica Division clamored for another affair. Some timid souls who seem to get lost in the big city said, "Why can't we have one out on the Island?" In support of their request, they pointed to the fact that in the past, Jamaicans spent many gay Monday evenings bowling or playing basketball, but that the store is now opened both Monday and Friday evenings. Wednesdays, they add, is spent either at Union meetings or on swimming parties at the Hotel St. George.

Sal Masso and Steve Zienowicz, co-chairman of the dance committee, announced, therefore, that there will be a gala shindig on Saturday, December 2, from 8 p.m. on, at the beautiful Hawaiian Room of the Lyceum Restaurant, in Hempstead, Long Island. There will be dancing, top-flight, entertainment and lots of fun. All other members of Local 1-S are cordially invited to join their country cousins. Admission is \$1.50, including tax.

YOUR DUES DOLLAR



13.47 cents of every dues dollar is spent on General Administration and Expenses.

18.49 cents goes to such office expenses as postage, printing, clerical salaries etc.

6.09 cents is spent on the administration and expenses of the four Branch Stores.

7.32 cents is spent on the administration and expenses of the Herald Square store.

1.44 cents is spent on organizing. A small investment and big gains have won us a good reputation.

2.22 cents is spent on such items as contributions, gifts and delegations.

4.93 cents goes to such essentials as negotiations, arbitration and legal costs.

1.98 cents to educational, Committee and sports activity expenses.

2.64 cents is spent on rental of space for membership meetings — general and divisional.

7.32 cents is allocated to the Union's Death Benefit and Welfare Funds.

32.10 cents is deposited in the Local I-S Defense and General Fund and represents the Union's reserves.

Local I-S, with one of the most modest dues scales in the entire city of New York, feels that its members should know where every cent of their dues dollar goes.

Said President Sam Kovenetsky, "When the members know what their money is doing they feel a lot better about spending it. Our Union has won the highest wage rates in the industry. Along with its administrative machinery for the handling of grievances and other problems, its generous insurance plan and its hard-hitting negotiating strength,

Local I-S is a good investment."

With more than 9,000 members now on its rolls, Local I-S has the job of policing the company's actions and guarding the members' interests in Herald Square, Jamaica, Parkchester, Flatbush and White Plains.

A single arbitration of a dispute involving one person usually costs upwards of \$300, while postage, phone calls and printing run into the thousands each year.

The chart above shows, in pennies, how each of your dues dollars is spent. Regular financial

reports, made to the Executive Board and to the membership, keeps everyone fully aware of the monetary state of the Union. Careful handling of the Union's treasury has made possible the building of a substantial reserve fund from which every member can derive a deep sense of satisfaction and security.

Whether or not you have ever asked, "Where does the money go?" here is your answer. It goes to the continued building of UNION SECURITY!

Grievance Machinery Clicks As Union Gains Are Held

When the men of busy 102 Department (Women's Shoes) learned that one of their number was to be transferred out in a reduction of force, a storm broke loose.

Four days before the move was to be made, Floor Committeeman Morris Telzer led the men off the floor and into the Divisional Superintendent's office. They were told that the executive was "in conference." When they insisted on seeing him he was summoned to meet with the angry men.

First the Union members beat down his refusal to meet with the entire group, then they stated their case — "the rush of department business did not warrant a reduction of force," they said. Management promised an answer by 6 P. M. and, after thinking it over, the men agreed to wait.

Only a short time after they had returned to the selling floor the men heard that the company was planning on sending in Flyers. They immediately warned that if the company wanted trouble that was the surest way of getting it! Management begged and pleaded and finally promised the men an answer to their grievance by 2:30 that very afternoon. At 2:20 they were told that they had won — that there would be no transfer! Only then did the men agree to allow the company to flex men from other shoe departments into theirs, provided that the men flexed were not replaced in their own departments by Flyers.

If the company violated its promise, the men warned, every person in the entire Shoe group was ready to give full support to the men of 102. It was made crystal clear to management that under no circumstances would they work with Flyers and give the

company another opportunity to claim that a department was overstaffed. The Executives involved correctly judged the temper of the men and avoided further difficulties by fully following the terms they had laid down.

Said Morris Telzer, "Our victory was complete — thanks to the militancy of the men and the fighting example our Union has always set for us!"

Union Wins Huge Severance

For 23 years Ruth Horsler worked for Macy's. When she reached the point where she felt that she could not take much more, she came to the Union and asked for help.

Although some people were pessimistic about her chances, Vice President Elizabeth Hammond took the problem directly to Macy Labor Relations Manager Fred Fischer. She put her cards on the table, "The constant strain of 23 years of Macy service is enough to make anybody sick!" she said.

The company thought that over and they must have agreed, because the Union won a severance allowance of approximately \$1100 for Miss Horsler — a huge tribute that could have been won only by a strong Union that jealously guards the interests of its members.

**CUT-RATE
MAGAZINE
SUBSCRIPTIONS
NOW AVAILABLE
at the
UNION OFFICE
Save Money On All
Periodicals**

KNOW YOUR OFFICERS

GEORGE GURIAN — Part II



George Gurian was assigned to the Parkchester store during the famous strike of 1946. Pointing to the record, he proudly says, "We closed the store down except for less than half a dozen people who crossed our picket line. Not only were we able to convince the Union members that the company's action against the United Parcel drivers was unjustifiable, but we were able to prove to the entire community that we were honest and sincere workers. The community responded by respecting our picketline and by bringing refreshments and generally helping to keep our morale high."

With that victory under his belt George was the first person assigned full-time staff duty as an Administrator responsible for the Receiving and Office Divisions. Looking back, he recalls that "the Office Division was a tough nut to crack even after the people came into the Union in 1947. Management had for years taken advantage of the group and had done everything they could to forestall organization." George

says that the turning point came when "we began to process a grievance of the Cash Time people. They were reluctant, at first, to give us the information we needed and they didn't even want to press the case. We went ahead, however, and finally won a year and a half of back pay for about fifteen girls. As a result of our victory, the girls chipped in and bought the supervisor a box of candy!"

While still an Administrator, George was given the initial responsibility for organizing the newly-opened Jamaica store. With the subsequent help of other staff members, the Queens election proved the most decisive victory the Union had scored. In that contest, Local I-S by-passed the Taft-Hartley Law and used the American Arbitration Association to conduct the election.

This new demonstration of his ability inevitably led him to Flatbush when the company opened a store there. Before an election could be held, George was nominated for the position of First Vice President — this time on a full time basis.

Elected in January of 1949, he had no time to celebrate because the Brooklyn campaign was coming to its successful February climax. No sooner was Flatbush in the Union fold than George turned his attention to the scheduled opening of the White Plains store. In May he was able to sit back and say that every Macy store in the New York area was in Local I-S and that the major responsibility had been his.

George Gurian, along with the other officers then had to face the

fact that only inadequate machinery existed for the enforcement of the Union's hard-won contract gains. Mindful of his 1939 experience, George strongly advocated the creation of Floor Committees and a new top-level approach to the processing of grievances. Both plans, now in effect, have removed many of the earlier weaknesses and help guarantee that no grievance, big or small, slips through the Union's fingers.

Another of the problems the First Vice President tackled was that of bringing into the Union many of the exempt workers. There were switchboard operators and staff supervisors who had the title, but not the function. His efforts added close to 100 new members to the Union's roster and eliminated another weakspot in its armor of unity.

"We had felt for many years," he says, "that the company selected its favorites for promotions to better jobs. We knew that the Union had failed to clearly define seniority as it applied to such cases. But by the middle of 1950 we had advanced to the point where we could honestly say to every member that seniority had come to life." With a helping hand from Elizabeth Hammond, George says that, "we were finally able to compel management to use seniority dates as a guide to promotions. The immediate result was that many long-service workers finally were given the break they had earned years before."

"The years have been busy and full," George says, "but they have been full of a lot of good for a lot of people — and that's what counts."

PERSONALS

FOR RENT—Beautiful furnished room. No cooking. No other roomers. Private home in Kingsbridge vicinity—convenient to transportation. References required. Phone KI 3-6510 after 6 p.m. weekdays. All day Saturday and Sunday.

FOR RENT—Room with private family. No other roomers. 150 Street and Broadway. Phone AUdubon 3-5894 before noon or after 6 p.m.

FOR RENT—Double or single furnished room with running water and kitchen privileges. Home environment. 109th St. and Riverside Drive. Phone AC 2-9412 between 9-10:30 p.m.

FOR SALE—Heywood & Wakefield deluxe folding stroller, crib and mattress. All in good condition. \$35. Phone LO 8-4182 after 7 p.m. **LOST**—Key chain with St. Christopher medal, one key and miniature license tag 5K 60-10. Please return to Dorothy Pandolfini at the Union Office.

FOR SALE—Late model 1948 Ford deluxe convertible club coupe. Maroon, radio, heater, slip covers, new tires, 2 spot and fog lights. Original owner. Cost \$2300 — for quick sale \$995. Phone JIM Heleringer, White Plains Store Ext. 229 or WP 9-0206M.

MEDICAL PLAN — for the name and address of the doctor nearest you CALL the Union Office — LA 4-9714 or Associated Physicians Medical Group — BU 8-4296 (Night or Day). Complete schedule of fees available upon request.

BLOOD BANK — If you need blood from the Blood Bank CALL Elizabeth Hammond at the Union Office — LA 4-9714.

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